

TO: Members of Salem Presbytery and Commissioned Ruling Elders Ruling Elder Commissioners from Salem's churches
Certified Church Educators and all other church staff
Visitors and Guests of the Presbytery

Meeting: Tuesday, February 11, 2025

Worship will begin at 9:00am. Registration/check-in starts at 8:00am

PLACE: North Wilkesboro Presbyterian Church, 804 E Street, North Wilkesboro, NC

There is abundant parking in the church parking lots. There will be folks from NWPC to direct you in your parking. Special needs parking is primarily in the lot on the north side of the church. There is a wide entry ramp to the building for easy access. Registration will be in the Fellowship Hall on the right just inside this entrance. Worship will be held in the sanctuary and the meeting will be in the Fellowship Hall. There are no barriers to moving between any of these spaces within the church building.

There will be a video link to the meeting on the front page of the Presbytery website for those who will not be in attendance. This will be a "view only" option.

In-person registration will be available prior to 10:00am on February 11 at NWPC, but lunch cannot be guaranteed for those who register on site.

We are grateful to the Presbytery staff and committee leadership for preparing us for our time together. We look forward to seeing you.

Elder Steve Braxton, Moderator
Paul Sink, Stated Clerk

145th Meeting of Salem Presbytery

February 11, 2025

Docket

Our Vision

By the grace of God and the working of the Holy Spirit, Salem Presbytery is a catalyst for transformational ministry, vital mission, and dynamic leadership in local congregations and worshipping communities.

9:00am **Call to Order and Opening Prayer** Elder Steve Braxton, Moderator

Worship and Celebration of the Lord's Supper

(After worship, the meeting will continue in the Fellowship Hall)

10:00 **Organization of Presbytery** Moderator Braxton

Establishment of Quorum

New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)

Approval of Docket

Moderator's Welcome

Moderator Braxton

Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations)

Ruling Elder Commissioners attending for the first time

Visitors and Guests

10:10 **Land Acknowledgement pg.4** Elder Beth Hooten

10:15 **Constitutional Amendments pg. 6** Stated Clerk, Rev. Courtney Stevens

Introductory Video from PC(USA) Co-Moderators

Omnibus Motion to adopt the following constitutional amendments:

24A, 24B, 24D, 24E, 24F, 24G, 24H, 24I, 24J, 24K, 24L, 24M

Motion from Executive Council to separately consider Amendment

24C. 10:40 Executive Presbyter's Welcome and Report pg. 9 CRE Tony De La Rosa

10:45 **Designated Presbyter's Welcome and Report pg. 12** Rev. Jodi Ligan

10:50 **Stated Clerk's Report pg. 13** Stated Clerk

2024 Statistical Reporting Letter (Deadline is Feb. 15) **pg. 14**

2023 Minutes Certification by Synod of the Mid Atlantic **pg. 15**

10:55 **Salem Task Group Reports**

Peace & Justice Task Force (10 min) pg. 16

Elder Beth Hooten

Church World Services update

EQUIP Support Team (5 min)

Educator Donna Chase

Salem Black Caucus (See written reports) pg. 18

CRE LaQreshia Bates-Harley

11:10 Committee on Preparation for Ministry	pg. 21	Rev. Courtney Stevens
11:20 Commission on Ministry		Rev. RC Griffin
Quarterly Report	pg. 24	
CRE Commissioning	pg. 26	
11:30 Executive Council	pg. 27	Rev. Courtney Stevens
Budget and Finance Committee		Elder Ronda Tatum
Stewardship Committee		Rev. Kyle Goodman
11:50 New Business		Moderator Braxton
11:55 Announcements		
North Carolina Presbyterian Pilgrimage		Frank & Michie Dew
Adjournment with Benediction and Lunch Blessing		Moderator Braxton
Noon Lunch and Table Fellowship	Fellowship Hall	

Next Presbytery Meeting:
Tuesday, May 13, 2025 beginning at 9:00am
*****LOCATION STILL NEEDED*****

Location also needed for Tuesday, August 5, 2025 Meeting

Saturday, November 15, 2025 Meeting is at First Presbyterian Church, Statesville

Mission of Salem Presbytery
Salem Presbytery connects, supports, and strengthens
local congregations and worshipping communities
to carry out Christ's transformative work of love and justice
in the church and in the world.

Salem Presbytery Land Acknowledgement

A Land Acknowledgement is a formal statement that recognizes the unique and enduring relationship between Indigenous Peoples and their traditional territories; laying plain that Indigenous people have not been and cannot be erased.

Further, to recognize the land is to express gratitude and appreciation to those upon whose traditional territory we reside, and it is a way of honoring the Indigenous people who have been living and working on this land for centuries.

A land acknowledgement does not exist in a past tense, or historical context alone; colonialism is a current and ongoing process, and we need to build mindfulness of our present participation in that arrangement. It is also worth noting that acknowledging the land is Indigenous protocol.

North Carolina has been home to many Indigenous peoples at various points in time, including the tribes/nations of: Bear River/ Bay River, Cape Fear, Catawba, Chowanoke, Coree, Creek, Croatan, Eno, Hatteras, Keyauwee, Machapunga, Moratoc, Natchez, Neusiok, Pamlico, Shakori, Sara/Cheraw, Sissipahaw, Sugeree, Wateree, Weapemeoc, Woccon, Yadkin, and Yeopim.

The State of North Carolina currently recognizes 8 tribes: Coharie, Lumbee, Meherrin, Occaneechi Saponi, Haliwa Saponi, Waccamaw Siouan, Sappony, and the Eastern Band of Cherokee.

Salem Presbytery is situated on lands originally inhabited by the Cherokee, Tutelo, Saponi, Saura, Keyauwee, Sissipahaw, Occaneechi, Eno and Tuscarora, if not other peoples.

So today, let us acknowledge those peoples whose ancestors were stewards of this land for many years before the arrival of European Settlers. Their descendants are still here and have a historic and essential bond to the physical space of North Carolina. They, and the land itself, are integral to our past, present and future.

Let this acknowledgement serve as an ongoing reminder of our collective stewardship, in partnership with the original inhabitants, of the land where we reside.

Format and substantive content from the National Association of Social Workers (NC Chapter) <https://www.naswnc.org/news/585375/What-is-a-Land-Acknowledgement-and-Why-Is-It-Important.htm>

Constitutional Amendment Voting

Constitutional Amendments may be found at the following web address:

English: https://www.pcusa.org/sites/default/files/2024-10/GA226_Proposed_BoO_Amendments_Ecumenical_Agreement_0920_2024.pdf

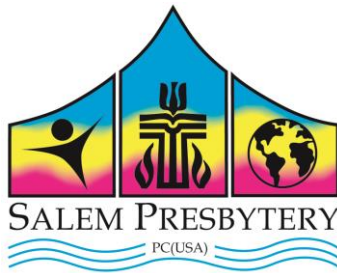
Spanish: <https://www.pcusa.org/media/80314/download?inline>

Korean: <https://www.pcusa.org/media/6638/download?inline>

In an omnibus motion, the Executive Council will recommend the adoption of the following amendments:

24A, 24B, 24D, 24E, 24F, 24G, 24H, 24I, 24J, 24K, 24L, 24M

For further consideration, the Executive Council will recommend separate consideration of amendment **24C** by the gathered body of Salem Presbytery.



Greetings Commissioners to the February 11 Meeting of Salem Presbytery.

Please share this communication with your Elder commissioners to the upcoming Presbytery meeting on Feb. 11, 2025, as it pertains to our voting on the proposed amendments to the Book of Order from the 226th General Assembly.

The proposed amendments to the Book of Order have been reviewed by appropriate committees within Salem Presbytery. As our commissioners for the Feb 11 meeting of Salem Presbytery prepare to vote on these at the meeting, it may be helpful to know what our committees recommend for each. Our committees took great care and spent intentional time in discussion of each proposed amendment. Although all of the amendments are recommended for a vote to approve, you will note that Amendment 24-C had a divided vote by both reviewing committees after much discussion. Please review each of these carefully in preparation for the Presbytery meeting. The Proposed Amendment Booklet is linked here for your convenience and includes background and advice from the General Assembly. English, Spanish and Korean language versions are all at this page: <https://www.pcusa.org/resource/proposed-amendments-constitution>

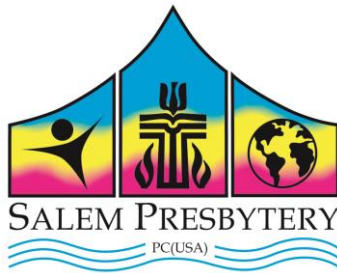
In light of our committee recommendations, the Executive Council has suggested that Salem Presbytery handle our voting on these amendments in a way similar to how we have in the past. When you receive the Docket for the Presbytery meeting in a few weeks, most of the amendments (except for 24-C) will be included in an omnibus motion for efficient voting. These are the amendments that do not seem to require debate or discussion. Any of them may be pulled from the omnibus motion for individual consideration during the approval of the docket at the meeting if a commissioner desires. We will plan to vote on Amendment 24-C individually as well as any others which might be removed from the omnibus motion by request.

Please let me know if I can provide any further information for you.

Peace,
Paul Sink, Stated Clerk

AMD. NO.	PG.	DESCRIPTION	REVIEWING COMMITTEE
24-A	4	Openness to the Guidance of the Holy Spirit F-1.0403 - Unity in Diversity	Executive Council (EC) APPROVAL
24-B	7	The Congregation G-1.0104 - Other Forms of Corporate Witness (Worshipping Communities, etc.)	Church Growth & Transformation (CGAT) APPROVAL
24-C	9	Ordered Ministries of the Church G-2.0104b - Gifts and Qualifications	CPM APPROVAL (by divided vote) and COM – Examinations APPROVAL (by divided vote)

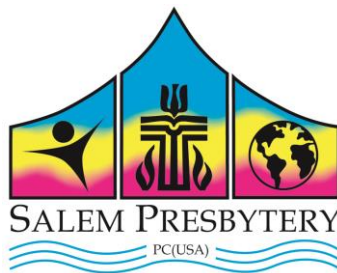
P. O. Box 1763,
Clemmons, NC 27012



www.salempresbytery.org
336.766.3393

24-D	13	Pastoral Relationships G-2.0504b - Temporary Pastoral Relationships	COM – Changing Church APPROVAL
24-E	14	Pastoral Relationships G-2.0504b - Temporary Pastoral Relationships	COM – Changing Church APPROVAL
24-F	17	Preparation for Ministry G-2.0610 - Accommodations to Particular Circumstances	CPM APPROVAL
22-G	20	Dissolution of Pastoral Relationships G-2.0901 - Congregational Meeting	COM – Transitions APPROVAL
22-H	23	General Principles of Councils G-3.0106 - Administration of Mission	EC APPROVAL
22-I	25	The Presbytery G-3.0302d - Relationships with Synod and GA	EC APPROVAL
22-J	27	The General Assembly G-3.0501- Composition and Responsibility	EC APPROVAL
22-K	29	Investigation D-7.0501 - Referral to Investigating Committee	EC APPROVAL
22-L	31	Allegations of Sexual Abuse D-7.0902b - Administrative Leave	EC APPROVAL
24-M	34	Episcopal-Presbyterian Agreement on Local Sharing of Ministries	EC APPROVAL

P. O. Box 1763
Clemmons, NC 27012



Exec@salempresbytery.org
(336) 766-3393, ext. 128

Tony De La Rosa, Executive Presbyter

February 11, 2025

Dear Friends:

As we gather at North Wilkesboro Presbyterian Church this coming Tuesday, we note a number of issues that confront—and often confound—us as communities of Christ in these challenging and anxious times. I want this report to serve as a helpful resource to sustain and secure your respective ministries throughout our Presbytery.

Our Church as Sanctuary

A number of Presbytery members have expressed their deep concern about actions undertaken at the federal level which may disrupt their ministries and place at risk vulnerable members of their congregations and worshipping communities using their facilities. Among the most affected constituencies are non-US citizens who find themselves being subjected to possible detention. While there is no specific information indicating that Salem Presbytery churches are being targeted at the time of this writing, I think it wise that pastors, ruling elders, and other church leadership and staff be made aware of their rights should Immigration and Customs Enforcement (ICE) undertake any effort to access church facilities.

My executive presbyter colleague in Chicago Presbytery, Rev. Dr. Craig Howard, has compiled an exceedingly helpful and comprehensive list of resources for his presbytery's membership at <https://chicagopresbytery.org/2025/01/27/immigration-resources/>, and I commend this list to you for your study and edification. Salem Presbytery staff are available to speak with anyone with specific concerns about their communities who may be in need of more local resources and advocacy.

2025 Benefits Plan Now in Effect

As I have indicated in my letters to the Presbytery in Salem Matters, new Benefits Plan for 2025 is now in effect, and churches have now experienced their first month's billing cycle under the new plan. Once again, I strongly counsel church administrative personnel, pastors, and staff plan beneficiaries to review their monthly dues statements under the new plan and ensure that all information shown on the invoice is accurate.

We expect that the vast majority of due statements in our Presbytery will be correct and in accordance with understandings reached with all eligible pastoral leadership and staff, but it surely will not hurt to check. Even Salem Presbytery's January invoice revealed a small coding error that could have resulted in dues overcharges of \$11,000 if not addressed early in the year, so be forewarned that errors do occur especially given the substantive changes undertaken in 2025. As always, both the Board of Pensions member services staff, Regional Church

February 11, 2025
Page 2 of 3

Consultant Elizabeth Little, COM Task Force on Benefits members, and I are available to assist you should you encounter issues in resolving your benefits billing for the year.

Long Haul Helene Disaster Recovery

Although the television cameras have left long ago and media attention has shifted to other disasters (prayers for Los Angeles firestorms and air crash victims in Washington and Philadelphia), our mountain communities continue to be front and center in our concerns for their recovery from the flooding occasioned by Hurricane Helene early last fall.

Our continued prayers and support continue for all our seven affected congregations in Ashe and Watauga, including, Baird's Creek, First Boone, Glendale Springs, Lansing, Laurel Fork, Mount Jefferson, and Ruple Memorial. If your church is interested in supporting the extensive disaster recovery efforts either now or in the future, please let the Presbytery staff know, and we can direct you to entities coordinating external resources in the recovery effort.

A Word of Appreciation

My husband, Michael, and I want to extend our deepest appreciation and thanks for the heartfelt and overwhelming expressions of sympathy and prayers offered following his mother's recent passing. Sandra Bendgen welcomed me into her family with enviable grace and love. Both she and my mother even traveled to the Pittsburgh General Assembly in 2012 to hear me preach before that august body. Michael and I hold her memory dear, and we are ever grateful to be a part of this community of Salem Presbytery that shares Christ's love so freely and openly. We are truly blessed beyond measure!

In Christ,

Tony De La Rosa,
Executive Presbyter

ANNOUNCING OUR NEW ENGAGEMENT PASTOR FOR PARISH C

(Forsyth, Davie, Davidson, and portions of Stokes and Rockingham Counties)

Rev. Stacey Steck



Stacey Steck is a Minister of Word and Sacrament in Salem Presbytery and a Licensed Marriage and Family Therapist. Stacey holds an MA from Pfeiffer University (2020) and has served churches in Salisbury, NC, San José, Costa Rica and Saint Cloud, MN. He is also a 1996 graduate of Pittsburgh Theological Seminary (M.Div) and holds a Bachelor of Arts in Communication from The American University in Washington, D.C. (1990). He currently works at CareNet Counseling, a statewide network of mental health clinics affiliated with Atrium Wake Forest Baptist Hospital. Incorporating insights from the field of family therapy into his pastoral work, Stacey has published a book for couples contemplating marriage called *From Newlywed to Foreverwed*.

Epiphany Greetings Presbytery Siblings!

A new chapter of Salem Presbytery (Kairos or Chronos) is unfolding! As I reach the completion of visiting all 76 of our uninstalled churches, my experience includes a diverse set of situations from creative ministries to tenacious survival to vacant pulpits to non-practicing PCUSA churches. The importance of being relational and connectional has never been more consequential.



With continuing reports of financial shortfalls and the need to define the future of transformational ministry at a Presbytery level, in January I provided a **Presbytery Empowerment Assessment (PEA)** to a core group of leaders from Executive Council . This was intended to facilitate realistic conversations while honoring where the Spirit is leading. We are rowing hard and must remember to let the Spirit put energizing wind in our sails if we are to move forward.

As has been presented over the past year at Presbytery meetings, we must be aware of spending beyond our means amidst declining revenue trends. Additionally, we have a diverse understanding around key components of our vision - transformational ministry, vital mission and dynamic leadership - and how they are relevant in our current reality. Business as usual, approaches that once worked, are no longer moving us forward at appropriate speed.

This, Dear Ones, is where transformation lives and breathes – where God offers us incredible opportunities to write the next chapter of this piece of the kingdom in Salem Presbytery! We have some big decisions to make. Some of our committees have already begun important discussions around new approaches. Our starting point is the intentional discernment of putting the spiritual wind in our sails for what this next chapter of God’s story is to look like.



God chose us! God chose us in our brokenness to carry forward the message of eternal hope. As we prepare to walk the road toward Lent, let us not simply acknowledge our reality, but **trust and embrace where God may be calling Salem Presbytery.**

With a grateful heart to be serving with you, jodi

Stated Clerk's Report

For Information:

Appointed the Administrative Commission to Sandy Ridge Presbyterian Church at the request of the congregation to assist them in departing the denomination as well as to make decisions related to property matters related to the church. Members of this AC are Wes Pitts (Chair), Jay Smith, Scott Templeton, and Cindy Salter.

Appointed David Parker to serve as Chair of the Administrative Commission for Oakland Presbyterian Church following the sudden death of former Chair, Joanne Glaser.

Provided notice of 2024 Statistical Reporting requirements to all churches. Deadline for submitting reports is Feb. 15. Reminder letter is included in this packet.

Paul Sink

Stated Clerk

statedclerk@salempresbytery.org

Dear Clerks of Session in Salem Presbytery:

(copying pastoral leaders serving a church)

Dear friends, you will find documents designed to assist you in developing the year-end reports for your particular church:

- Click [HERE](#) (or, you may need to Control+Click) for instructions on developing the Annual Statistical Report for 2024 (which is required by the Book of Order). Your General Assembly Office portal opens Thursday, 1/2/2025 and closes to churches on 2/15/2025.
- Click [HERE](#) for the 2025 Salem Information Form, to reflect your church officers and staff for the new year 2025 - please send before 2/28/2024;
- Click [HERE](#) for the 2024 Necrology Form, requesting the names of your Ruling Elders who died during 2024 - due no later than 2/28/2024 (so that these saints can be recognized in memoriam at the May 2025 Presbytery meeting);
- Click [HERE](#) for the Compensation report, as required by Salem's Commission on Ministry, due 2/28/2025. (Please note that the compensation form for clergy is an on-line form that is to be submitted electronically!)

Please know how deeply I appreciate your good work - and am thankful to be connected in this ministry. Do not hesitate to call me (336-766-3393, x2) or Administrative Assistant Christine Ratledge (336-766-3393, x3) if you need any assistance in this work.

Paul Sink, Stated Clerk

statedclerk@salempresbytery.org

336-766-3393, x2 (always leave a message!)

If you are not the current Clerk of Session, please forward this email and notify me of the new clerk as soon as possible. Thanks!



3601 Seminary Avenue | Richmond, Virginia 23227 | 804 342-0016 | www.synatlantic.org

12/17/2024

TE Paul Sink
Salem Presbytery
P.O. Box 1763
Clemmons, NC 27013

Dear Rev. Sink,

The Synod of the Mid-Atlantic 254th Assembly, held September 9-10, 2024, approved the Presbytery Minutes Review of Salem Presbytery. We are deeply grateful for the ongoing support and participation of Stated Clerks from every presbytery in this important process.

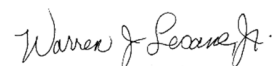
The Synod extends its sincere thanks to you, as Stated Clerk, for your dedication and efficiency in this matter. We kindly request that you address any exceptions listed below, if applicable, by May 30, 2025.

Exceptions:

- Missing Synod Attestation of 2022 minutes

Please note that this letter of certification should be included with your minutes for the next Presbytery Minutes Review. Thank you for your continued participation in the Minutes Review Process.

In the Service of Christ,



Warren J. Lesane, Jr.
Stated Clerk
Synod of the Mid-Atlantic

Peace and Justice Task Force

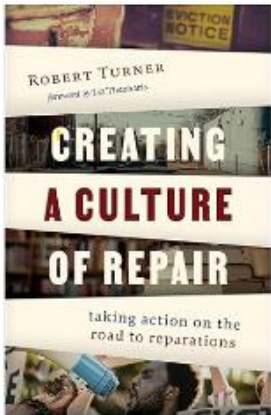
Salem Presbytery Matthew 25 Book Study

“Creating a Culture of Repair: Taking Action on the Road to Reparations”

by Robert Turner

Presenter: Matt Bussell

Date: February 19th at noon.



Many people are aware of the injustices Black Americans have suffered over the centuries but feel powerless when it comes to repairing the harm done.

The inequality remains even after laws and policies have been corrected. Calculating and implementing financial reparations will require large-scale government action, which can feel out of reach or overwhelming for the average person. Robert Turner provides an accessible guide for individuals and groups wanting to influence significant institutional action while also acting on their own to repair the effects of racial injustice in our communities, churches, and spheres of influence. Dividing into categories of individual, social, institutional, and spiritual repair, Turner offers the longest list of reparations currently published, with more than one hundred actions listeners can begin practicing and advocating for to help balance economic injustice, undo hurtful decisions from decades past, and rally public support for bold and principled legislation.

Sign-up Link

<https://docs.google.com/forms/d/e/1FAIpQLSdXtvUhAp-sxli7lBtM6V-WR3Th3u1coJ5-MkA930e4eVrkA/viewform?usp=preview>

AND, IN MARCH, LEARN ABOUT WHAT THE PC(USA) IS DOING

Join us for a discussion with the **Rev. Jermaine Ross-Allam**, director of the PC(USA)'s Center for the Repair of Historical Harm, on the church and its role in the work of repair. Learn more about the Center for Repair and how we can join in its work on Sunday, March 16 from 4-6pm at First Presbyterian Church, Greensboro in the Mullin Life Center.

Salem Presbytery Racial Equity Equipping

Schedule for 2025:

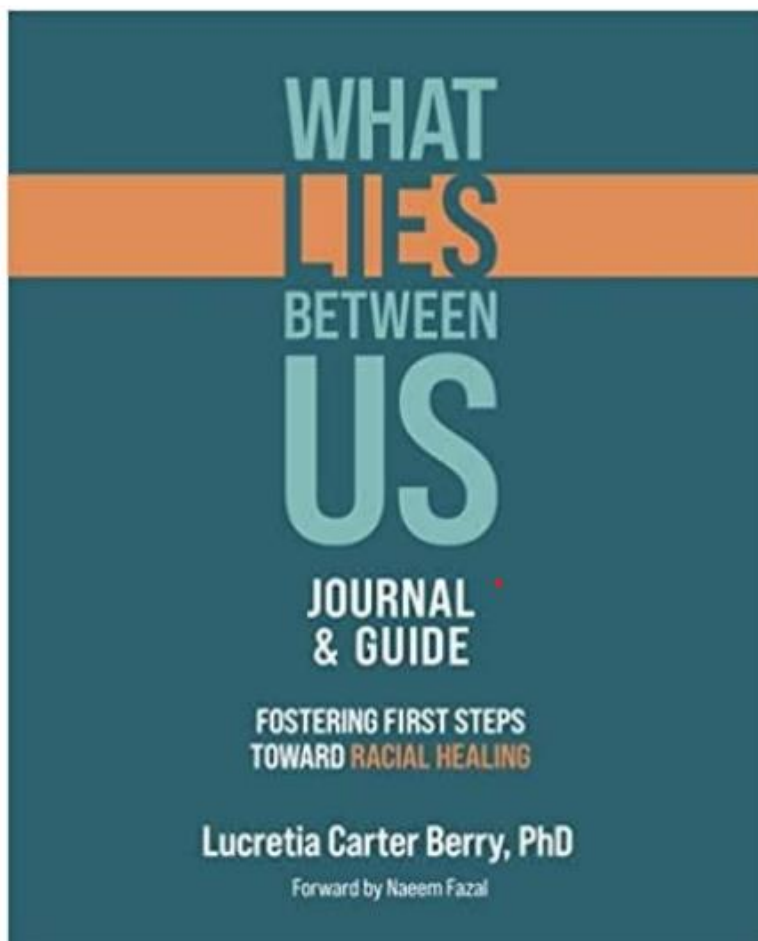
Tuesday, February 25 (Alamance Presbyterian)

Saturday, May 31 (Location TBD)

Thursday, September 18 (Location TBD)

Registration info can be found here:

<https://www.salemracialequity.org/home>



Salem Black Caucus
Moderator's Report
12-14-2024

Greetings in the name of our risen Lord and Savior Jesus Christ!

Salem Black Caucus seeks to cultivate a vibrant, thriving community of Salem Presbytery African American Congregations empowered by visionary leadership, spiritual vitality, and transformative ministry.

We are also dedicated to revitalizing African American Congregations, by recruiting and nurturing energetic clergy, fostering congregational vitality through collaborative partnerships. The Salem Black Caucus strives to create resilient and flourishing church community that reflect the love of God.

The question then becomes, How Do We Get There?

This important conversation was started by the Synod of the Mid-Atlantic in 2023, and the Next Generation Initiative was created to focus on African American congregations and to start the conversation of the decline in AA leadership and membership. This decline is our current reality in several AA congregations.

The question has now become, How Did We Get Here and what are we going to do about it?

My hope is that Salem Presbytery, the Synod of the Mid-Atlantic and the PCUSA will continue to identify and nurture young Black leadership. I pray that the current African American Congregations will be refreshed and renewed and think outside the box as they witness in their perspective communities. The goal of the Salem Black Caucus is to align with the Synod of the Mid-Atlantic, Next Generation Initiative to systematically address the unique challenges facing African American congregations and invest in the development of Black clergy and lay leadership, breathing new life into churches and building vibrant, lasting communities.

The Black Caucus meets bi-monthly on the 2nd Saturday of that month from 10am-12pm. The African American churches are asked to pay yearly \$100 per church and pay for two elders at \$50 per elder to be Caucus members. All are welcome to attend the Salem Black Caucus bi-monthly meetings whether you are a paid member or not. The meetings are a hybrid model and are conducted in person and via zoom.

In 2024, the host congregations for the bi-monthly meetings included: Lloyd on August 17, 2024, new officers were elected, Trinity on October 12, 2024, the learning corner speaker was General Presbyter Tony De LaRosa, and Mebane 1st on December 14, 2024, the learning corner speaker was Designated Presbyter for Transformational Ministry, Jodi Lingan.

Peace and blessings to all, as we do the work that God has called us to do within Salem Presbytery, within our congregations and beyond. We will continue to have the spirit to serve with energy and be creative with our fellowship and worship.

Peace and blessings my siblings in Christ,

LaQreshia A. Bates-Harley, CRE
Salem Presbytery Black Caucus Moderator

2024-2025 SALEM BLACK CAUCUS MEETING
 DATES/LOCATIONS
 (10am-12pm)

DATE	HOST CONGREGATION	LOCATION
August 17, 2024	Lloyd	748 N Chestnut St. Winston-Salem
October 12, 2024	Trinity	300 South Caldwell St. Salisbury
December 14, 2024	Mebane 1 st	855 W Holt St. Mebane
February 8, 2025	Freedom	1321 Turnersburg Hwy. Statesville
April 12, 2025	Cameron	2912 Salisbury Hwy. Statesville
June 14, 2025	Mocksville 2 nd	400 Pine St. Mocksville
August 9, 2025	Shady Side (tentative, waiting on confirmation)	217 E. Center St. Lexington
October 11, 2025	St. Paul	309 Summit Rd. High Point
December 13, 2025	Salem Black Caucus Gala	Livingstone College

SALEM PRESBYTERY
COMMITTEE ON PREPARATION FOR MINISTRY
Rev. Courtney Stevens, Beth Hooten, Alice Milam, Co-Moderators

The CPM offers the following report:

1. The CPM received Sophia Carter, a member of Westminster Presbyterian Church and student at Wake Forest Divinity School, as an inquirer in the ordination process, on August 13.
2. The CPM received Grace Kim, a member of Korean First Presbyterian Church and student at Union Presbyterian Seminary in Charlotte, as an inquirer in the ordination process on September 3.
3. The CPM received Leah Robinson, a member of Jamestown Presbyterian Church, as an inquirer in the ordination process, on January 7.

The CPM moves the following motion:

1. That Salem Presbytery examine Nolan Chilton, First Presbyterian Church of Burlington and a graduate student of Duke Divinity School, and that following his successful examination, he be enrolled as a Candidate for the office of Teaching Elder.

Nolan Chilton- Journey of Faith Statement

I vividly remember myself standing outside of FPC Burlington upon returning from a summer service trip to the local “Meals on Wheels prior to my sophomore year of High School. While waiting for my ride, I remember my youth pastor at the time approaching me and asking if I had an interest in being a Youth Elder and representing the youth group as an advisor in meetings. This was the moment for me that I felt my understanding of call begin. The thought that somebody within the church felt as if I would be a good fit to lead and wanted to hear what I had to say, shifted my experience of church and faith from something that I just did, because that was what everyone did, to something that became profoundly meaningful and a part of my identity. After this, I found myself increasingly involved in the life of the church, from asking my parents to go on Sunday mornings even when we were not planning on going as a family, to constantly finding myself in the mix of whatever youth ministry opportunities were available to

me. It was through this increased exposure to the church that I truly felt like I was growing in faith and understanding. It was from this moment on, that I began to sense a call to a deeper involvement in the body of Christ.

When I left for college, I found myself wondering what the next step in my faith journey looked like in a place that was so unfamiliar to me. I bounced around from several different fields of study that I thought would point me in the direction of my future. In my time in sports science classes and communication classes, I couldn't help but find myself utterly disinterested in the material. During this time of exploration, it always felt like there was a calling to something more meaningful. Through conversations with professors, peers, and my church family back home, I came to recognize that God was calling me to ministry. Growing more dissatisfied with my current course of study, I finally met with my academic advisor. He shared with me a simple but profound thought, that "your field of study should meet at the intersection of what you're passionate about and what you're good at." For me, this instantly clicked. There is nothing at that time that I had felt more passionate about than my faith. The church was no longer just a place I had grown up; the church was where I was sharpening my faith and had found belonging. If what I am passionate about is my faith, then what does it mean to be "good" at it? Being someone who was raised in athletics, my mind synced that to be "good" at something is to practice it. This is when I began to embrace with God's calling of me towards ministry. To further explore this, I decided to pursue a theological education.

Upon graduating from Catawba College, I was blessed with an opportunity to serve at FPC Greensboro as their interim youth director. As someone who was wondering what their call looked like vocationally, the chance to serve in youth ministry was a gift of the Spirit. Serving at FPC Greensboro was an opportunity to answer God's call to serve the church in a way that had been extremely influential in my own journey. In that time, the spirit revealed to me a passion and a joy for youth ministry in particular. Since then, I have moved on and have been serving as the Director for Children and Youth at Mt. Bethel Presbyterian Church in Durham for 2 years while completing my M.Div. at Duke Divinity School. This time in ministry and discernment

among colleagues and classmates, has helped me to better understand my call. I feel that God is calling me, and the Spirit is moving me, to the work of youth ministry at this time. This calling has become evident to me through my faith in God, my care and hope for the younger generation, and my commitment to the work of the church. For me, being “good” at faith

means resting in my confidence in God, my calling, and my beloved-ness. It is through time spent in prayer and in discernment with the faith communities I have been a part of that my sense of calling has been shaped by God; by walking with others in their faith journeys, by seeing faith develop in their lives, and by ultimately joining them in knowing, trusting and believing in their beloved-ness also.

My prayer is now that, in this ordination process, I come to fully understand all the ways God is calling me into the ministry of the church and the world and finding the places where I can best and most effectively serve God’s kingdom. I feel God calling me to ordination in the Presbyterian Church (U.S.A.) and I look forward to further discernment of this call through continuing education, working alongside my fellow Presbyterians, and seeking God in the world.

Commission on Ministry

The Rev. RC Griffin, Moderator

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. SECURING A STATED SUPPLY

1. Concurred with the Session of **Shallowford Presbyterian Church**, Lewisville, North Carolina, in securing a Stated Supply contract with the **Reverend Leigh Wisner** for a period of twelve months beginning January 1, 2025.
2. Concurred with the Session of **Logan Presbyterian Church**, Scotts, North Carolina, in securing a Stated Supply contract with the **Reverend Olen Bruner** for a period of three months beginning January 26, 2025.

B. STATED SUPPLY RENEWAL

1. Concurred with the Session of **New Creation Community Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Gray Clark** for a period of one year beginning January 1, 2025.
2. Concurred with the Session of **Faith Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Fred Beck** for a period of one year beginning January 1, 2025.

C. SECURING A PARISH ASSOCIATE AGREEMENT

Concurred with the Session of **First Presbyterian Church**, Burlington, North Carolina, in securing a Parish Associate Agreement with the **Reverend Lisa Mullen** for a period of one year beginning January 1, 2025.

D. SABBATICAL PLAN APPROVAL

1. That the sabbatical plan for **Rev. Marybeth Asher-Lawson** was approved.
2. That the sabbatical plan for **Rev. Katie Barrett Todd** was approved.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. MODERATOR OF SESSION

1. That the **Rev. Margaret Almeida** was appointed Moderator of Session for **Thyatira**, Salisbury, North Carolina.
2. That the **Rev. Pat Fletcher** was appointed Moderator of Session for **Mt. Airy Presbyterian Church**, Mt. Airy, North Carolina.
3. That the **Rev. Pat Fletcher** was appointed Moderator of Session for **Logan Presbyterian Church**, Statesville, North Carolina.
4. That the **Rev. Pat Fletcher** was appointed Moderator of Session for **Westminster Presbyterian Church**, Greensboro, North Carolina.

5. That the **Rev. Alicia Wilson** was appointed Moderator of Session for **John Calvin Presbyterian Church**, Salisbury, North Carolina.

6. That the **Rev. Dana Fruits** was appointed Moderator of Session for **Bixby Presbyterian Church**, Advance, North Carolina.

7. That the **Rev. Allison Simmons** was appointed Moderator of Session for **New Salem Presbyterian Church**, Stony Point, North Carolina.

B. COMMISSIONED RULING ELDERS/LAY PASTORS

That **Rick Purcell** be commissioned as the Commissioned Ruling Elder-Lay Pastor of **Bethany Presbyterian Church**, Graham, North Carolina, for a one-year period beginning December 1, 2024, and be granted permission to celebrate the Sacraments and moderate the Session.

C. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Third Creek Presbyterian Church**, Cleveland, North Carolina, in renewing the contract of **Jerry Blankenship** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning November 1, 2024.

2. Concurred with the Session of **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the contract of **Sue Moore** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning January 1, 2025.

3. Concurred with the Session of **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Marty Brim** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning January 1, 2025.

4. Concurred with the Session of **Lansing Presbyterian Church**, Lansing, North Carolina, in renewing the contract of **Mae Weed** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning January 1, 2025.

D. PULPIT SUPPLY LIST

1. Added the following individual to the pulpit supply list: **Reverend Travis Milam**

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. ELDER TO CELEBRATE SACRAMENTS

That commissioned ruling elder **Richard Collier** be allowed to serve communion at **New Salem Presbyterian Church**, Stony Point, North Carolina on December 31, 2024.

Commissioning of a CRE

Moderator: We come now to commission Elder Rick Purcell for pastoral service to Salem Presbytery.

COM Leader: The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment, an offering and a responsibility.

Moderator: God has called you to particular service as a Commissioned Ruling Elder. Show your purpose by answering these questions.

Who is your Lord and Savior?

Rick: Jesus Christ is my Lord and Savior.

Moderator: Will you be Christ's faithful disciple, obeying his word and showing his love?

Rick: I will.

Moderator: Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

Rick: I will, with God's help.

The COM Moderator will ask the Presbytery the following question:

COM Leader: Presbytery members, elder commissioners, educators and other church staff: do you confirm the call of God to Rick as Commissioned Ruling Elder, in the service of Jesus Christ?

Presbytery: We do.

COM Leader: Will you support and encourage Rick in this ministry?

Presbytery: We will.

The COM Moderator will lead the Presbytery in a Prayer of Commissioning and Installation.

Moderator: Rick, you are commissioned to service as a Ruling Elder. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.

Executive Council

The Executive Council met on December 12, 2024 and January 16, 2025.

The Executive Council received reports from Executive Presbyter Tony De La Rosa, Designated Presbyter Jodi Lingan and Stated Clerk Paul Sink. Committees and Commissions made reports as well.

Actions taken on behalf of Presbytery:

Approved the amended Investment Policy for Salem Presbytery on motion from the Budget and Finance Committee.

Recorded an approved motion to allow the Oakland PC Administrative Commission to negotiate for the sale of that property.

Approved dismissal with gratitude of the Administrative Commission for Immanuel Presbyterian Church. Also referred the proceeds from the closing of Immanuel PC to the Church Growth and Transformation Task Group for handling of suggestions from the AC.

Approved dismissal with gratitude of the Administrative Commission for Flat Rock Presbyterian Church.

Business of Executive Council:

Reviewed and gave recommendations for proposed Book of Order amendments. This includes approving for Salem Presbytery to handle amendment voting on February 11, 2025 by omnibus motion with the exception of amendment 24C, which was the only amendment to have divided opinion from our Salem committees.

Approved Minutes from previous EC meetings as well as the November 15, 2024 Presbytery meeting.

Received report and updates from the Administrative Commissions for Flat Rock PC, Immanuel PC, Oakland PC.

Elected Rev. Courtney Stevens as Moderator of Executive Council and Rev. Jay Lambeth as Vice-Moderator.



2025 Pledge to Salem Presbytery

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received...so that God may be glorified in all things through Jesus Christ.” - 1 Peter 4:10-11

_____ Presbyterian Church of
_____, NC pledges the
following amount to support the mission and
ministry of Salem Presbytery, the Synod of the Mid-
Atlantic, and the General Assembly. Our 2025
commitment is based upon a total per capita rate of
\$45 per member.

TOTAL PLEDGE AMOUNT for 2025:

\$_____ payable _____ monthly
_____ quarterly
_____ annually

**Report for February 11, 2025*

Committee on Representation

Rev. Sam Perkins, Moderator

For Information:

“Will you share in government and discipline, serving in councils of the church, and in your ministry will you try to show the love and justice of Jesus Christ?”

Our vows of ordination include a commitment to serve the wider church. If you are an elder in the Presbyterian Church, U.S.A., you answered the above question in the affirmative. And for those who are teaching elders – you signed your name to it in the Book of Ministerial Obligations. Let us not forget that we are “one Body with many parts... As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.” We really need all the parts working together; our health and our growth are at risk.

A description of many of our Presbytery committees may be found at the back of the packet for today's meeting - as is a nominating form. TEACHING ELDERS, please help us by referring names of ruling elders in your congregations who would be well-equipped for particular committee, commission or council work. ALL ELDERS, please contact Sam Perkins, Tony De La Rosa, or Paul Sink to let them know where your interests lie with regards to service to the larger church.

For Action:

The Committee on Representation nominates the following for service on Presbytery committees:

COM – Task Force on Ministry for the Changing Church

- Class of 2027: Rev. Amanda Horan (North Wilkesboro)

Committee on Preparation for Ministry

- Class of 2027: Rev. Olen Bruner (HR – Allen Temple)
- Class of 2027: Elder Judy Unatowski (Alamance)

Permanent Judicial Commission

- Class of 2030: Elder David Vaughan (Burlington 1st)

Committees and Commissions with Current Vacancies to be filled:

- Budget and Finance
- COM – Task Force on Examinations
- Committee on Representation
- Committee on Preparation for Ministry
- Permanent Judicial Commission
- Personnel

COMMUNITY & TESTIMONIES

Bill Wardlaw, Greensboro, NC

My Pilgrimage weekend absolutely changed my life from being a nominal christian who went to church regularly but avoided Sunday School and did the "right things" to someone who truly continues, after all these years, to build and sustain a relationship with Jesus. For the first time in my life the reality of God's grace really struck home, and the awesome power of the Holy Spirit made itself fully evident.

Doug and Donna Groce, Salisbury, NC

What a blessing Pilgrimage has been for us! Time and again on these weekends we see God move in powerful ways. We have witnessed many outpourings of God's love and grace. We have seen walls broken down, lives changed and leaders grown. Along the way we have made many friends and have found joy in serving. The experience that Pilgrimage offers is hard to describe in a few words. So we encourage you to come see for yourself all that God has to offer you on one of these great weekends.

John Matlack, Fayetteville, NC

There is no doubt that the Pilgrimage is God inspired and is a gift to His children. These weekends have been a blessing in my life by strengthening my relationship with God, my wife, family, friends and all I meet. The Creator of all is ALIVE and He wants to have a deeper relationship with us. No matter where you are in your faith journey, each weekend is unique and filled with God's grace, love, and peace beyond all understanding.

Jim Reid, Greensboro, NC

The Pilgrimage weekend is about renewal of your Faith. For me the weekend opened my eyes to sense you Lord, to Be Still and know you are GOD and that we all can feel your presence. Our Lord is always with us.

Mignon Ellsworth Balas, Charlotte, NC

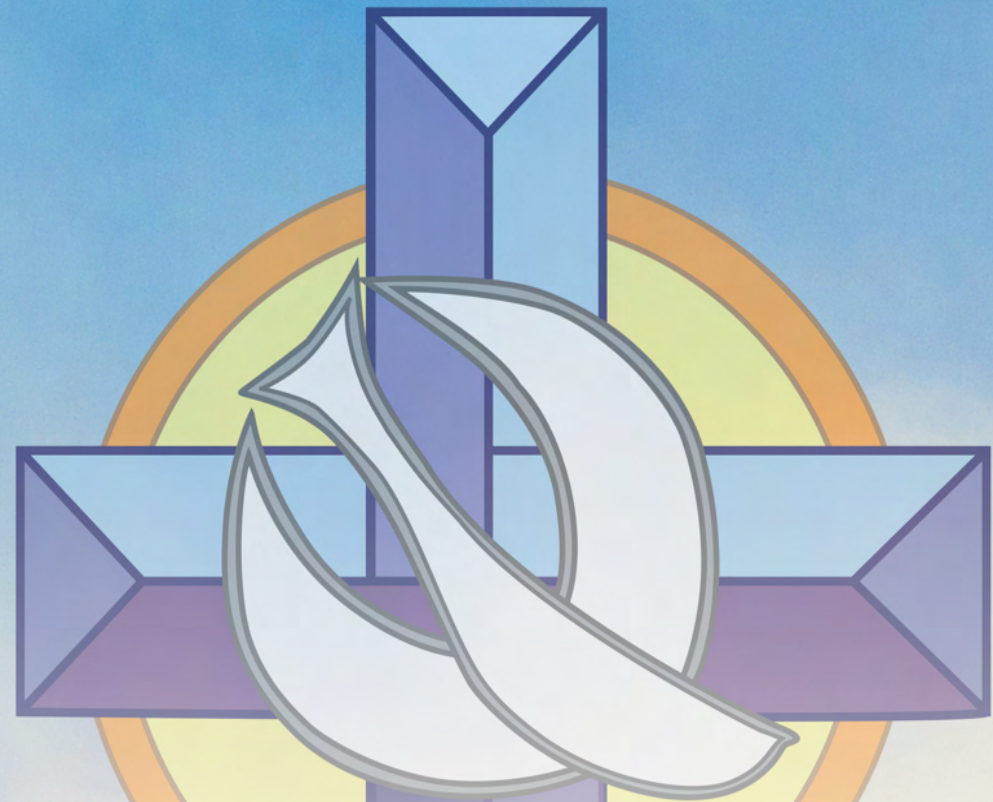
Pilgrimage imprinted on my heart a way of life in Christ that changed me forever. God gave me the courage and humility to go to camps where I knew no one and serve Him along side strangers who became brothers and sisters. My community now spreads across the whole state. And I'm eternally grateful for the love.

Ashley Craven Harrington, Charlotte, NC

Pilgrimage has strengthened my relationship with God and I cannot get enough! As a pilgrim you get to be loved by a beautiful Christian family who has prayed and prepared for your coming. There is nothing like this weekend of renewal, grace and community. I strongly encourage all believers to take this journey.

Eva Ruth, Lumberton, NC

The Pilgrimage weekend was like opening a door into God's ultimate plan for my life. Through this time set apart to intentionally see Christ, I found a life partner who is my constant. The tools I gained were stepping stones into the budding life in grace. Grace was defined, shared and embraced through the Pilgrimage and it has been impossible to see life any other way. Pilgrimage is more than a spiritual weekend, it is the gift of God's presence made real.



Faith expressing
itself through
Galatians 5:6
Love

NORTH CAROLINA PRESBYTERIAN PILGRIMAGE

"I am the way, and the truth, and the life. No one comes to the Father, except through me." John 14:6

Purpose

The purpose of the Pilgrimage movement is to inspire, challenge, and equip local church members for Christian action in their homes, churches and communities. By grace and with the Holy Spirit, we encourage leaders to discover and achieve their personal calling and provide them with a method for influencing their environment.

History of the Pilgrimage

The Pilgrimage is an offshoot of the Roman Catholic Cursillo movement which began in Spain in 1949 and moved to America in the late 1950's. In addition to the Cursillo movement, there are similar expressions in the Methodist, Episcopal, Lutheran, and other Christian churches. Today, more than 8 million Christians in more than 60 nations have attended one of these 3-day weekends.

What happens at a Pilgrimage?

Pilgrimage is not a retreat. The weekend is an opportunity through which one's spirituality may be developed, lived and shared in any area of human life where there are Christians willing to dedicate their lives to God's mission. During the 72 hours, Thursday evening through Sunday afternoon, 14 talks are presented. Five talks are given by pastors and nine by lay people. Following each talk, small round table discussions focus on the main point of the talk. The talks, in an overlapping fashion, present the Christian life, based on the Word of God and the person of Jesus Christ, as an ideal. Pilgrimage gives those attending a living understanding of basic Christian tools and living a life in God's grace. The weekend also includes chapel each day, communion, music, singing, laughter, and prayer.



TRANSFORMATION

Who May Attend?

Pilgrimage is an ecumenical movement for Christians who desire a closer relationship with Christ. Guests may be any denomination. A Pilgrimage is not designed to convert anyone to Christianity. It is meant for those who are already faithful and committed to Christ and His church. The goal is to encourage Christians in their faith walk by increasing their awareness of grace and their desire to serve Christ, the church and the world.

How Can I Attend A Weekend?

If you would like to attend a Pilgrimage weekend, please contact an individual who has previously attended to serve as your sponsor. We suggest you also speak to your pastor, when you decide to attend. If you do not know anyone who has previously attended a weekend, we will be happy to provide you with additional information or answer any questions that you may have. To obtain more information and to find a location closest to you, please go to...

www.ncpp.net and click on the "contact us" link.

How Much Does It Cost?

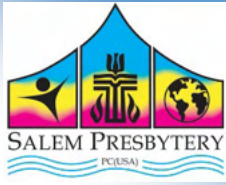
Costs are kept to an absolute minimum to cover the expenses of lodging, meals, and supplies for the Pilgrimage. Current weekend costs can be found on the the web at www.ncpp.net. Since we do not want the lack of funds to keep anyone from attending some limited financial aid is available.

What Happens After A Weekend?

The weekend is only the beginning. Your local congregation and community will benefit from what you've learned and shared over these three days. You will be encouraged by many others who have attended to share the Christian life of grace in community.

NCPP is a non profit self-supporting program operated by lay volunteers under the NCPP State Leadership Council. The state organization includes three conferences — each with its own officers - in Piedmont, Eastern, and Western North Carolina.

ALL SCRIPTURE IS GOD-BREATHED AND IS USEFUL FOR TEACHING, REBUKING, CORRECTING AND TRAINING IN RIGHTEOUSNESS, SO THAT THE SERVANT OF GOD MAY BE THOROUGHLY EQUIPPED FOR EVERY GOOD WORK. 2 TIMOTHY 3:16-17 30



Be a part of a **Presbytery Committee**

Budget and Finance

Reviews and advises on the financial operations of the Presbytery. Responsible for preparing and recommending the annual Presbytery budget. *Meets monthly on the third Tuesday at 9:30 a.m.*

Campus Ministry

Encourage, support, advocate for, and promote campus ministries and their local boards in Salem Presbytery. *This Committee will meet at least two times per year with one of those meetings with Campus Ministers. The Campus Ministers will meet quarterly for information sharing and mutual support.*

Church Growth & Transformation

Encourages creative approaches to growing vital churches and cares for small churches. *Meets monthly on the second Tuesday at 10:00 a.m.*

COM Task Force on CRE Training and Oversight

Responsible for overseeing all CREs in Salem Presbytery in their roles as pastors of churches or other validated ministries. The Task Force is also responsible for approving and monitoring the training of CREs in the Presbytery. *Meets monthly on Tuesday at 11:00 am during the week of the 4th Thursday of the month.*

COM Task Force on Examinations

Meets to examine ministers and persons ready to receive a call to service and membership in Salem Presbytery. *Meets most months on the fourth Thursday at 9:30 a.m.*

COM Task Force on Policy, Compensation, Mediation and Church Officer Development

Discerns best policies and practices for pastoral relationships in Salem Presbytery; this task force also provides resources for churches seeking mediation or other specific leadership needs. *Meets monthly on the fourth Wednesday at 12:30 p.m.*

COM Task Force on Temporary Ministry and Pulpit Supply

Supports the work of ministers and churches utilizing temporary pastoral relationships, as well as maintaining the presbytery's pulpit supply list. *Meets the Tuesday before the fourth Thursday of the month at 3:00 p.m.*

COM Task Force on the Care of Pastors and Retirees, Members at Large/Validated Oversight and Certified Christian Educator Oversight

Provides support for members of Salem Presbytery who are honorably retired, serving in validated ministry beyond church walls, members-at-large, and our certified Christian educators. *Meets monthly on the fourth Thursday at 11:00 a.m.*

COM Task Force on Transformational Ministry for the Changing Church

Supports and coaches churches as they discern their mission and pastoral needs. *Meets monthly on the fourth Tuesday at 1:00 p.m.*

COM Task Force on Transitions in Ministry (for Installed Positions)

Oversees the transitional process for churches with installed pastors beginning with the moment the current pastor alerts the congregation they are leaving, through the transitional time until the new pastor is called. *Meets monthly on the fourth Thursday at 1:00 p.m.*

Committee on Preparation for Ministry

Supports our inquirers and candidates preparing for ministry. *Meets monthly on the first Tuesday at 12:30 p.m.*

Committee on Representation

Reviews committee vacancies, seeks candidates, confirms their willingness to serve, and presents to Presbytery for election. *Meets 2 to 3 times each quarter.*

Equip

Equips congregations for ministry today by resourcing, curating, connecting and communicating. *Meets monthly on the 3rd Wednesday at 1:00 p.m.*

Executive Council

Coordinating body of Salem Presbytery; works on behalf of the presbytery. *Meets monthly on the third Thursday at 1:00 p.m.*

Hunger Committee

Seeks to educate, advocate, and equip non-profit agencies and churches across Salem Presbytery who are working to address food insecurity. The committee reviews international and domestic hunger grants and addresses opportunities to advocate more equitable distribution of the world's resources. *Meets quarterly.*

Peace & Justice Task Force

Salem Presbytery's advocacy arm, connecting congregations and individuals to the justice movements happening in the bounds of Salem and beyond. *Meets monthly on the first Tuesday at 2:30 p.m.*

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel Committee

Oversees personnel/human resource matters for the Presbytery office staff. *The Committee meets as needed.*

Presbyterian Youth Council – Adults

Plan and implement events for Middle and High School students in the Presbytery, providing an atmosphere of fun and fellowship while sharing the Good News of the gospel, comprised of youth and adults. *Meets on 3rd Saturdays during the school year, plus events.*

Property Management Task Force

Oversees real estate owned by Salem Presbytery, addressing any needs that arise. *Meets as needed.*

Send Mission Committee

Oversee the mission-related outreach and justice ministries for the Presbytery, and aids congregations in developing their own outreach and justice endeavors. Inspires and models local and global mission ministries. *Meets quarterly.*

Stewardship Committee

To build a culture of generosity through year-round stewardship efforts to support our Salem Presbytery, Synod, and General Assembly budget. *Meets monthly on the third Monday at 2:00 p.m.*



Nominations for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: Teaching Elder/Clergy
 Ruling Elder
 Deacon
 Church Member

Committee of Interest: _____

Briefly state relative experiences:

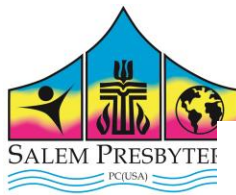
Nominator Information:

Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:
Salem Presbytery
P.O. Box 1763
Clemmons, NC 27012
office@salempresbytery.org



Commissioner Report Form

Please use this form as a convenient way of reporting back to your session on what happened at the meeting today.

I. **What the Session, Pastor or Congregation should KNOW:**

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

c. The time(s) I sensed the Spirit of God moving in the meeting:

II. **Presbytery would like our INPUT about:**

III. **The Presbytery requested we ACT to:**

IV. **We might consider asking the Presbytery to do:**

V. **A church or pastor which needs our PRAYERS:**

VI. **One Presbytery initiative which needs our SUPPORT:**

VII. **Next Presbytery Meeting:** May 13, 2025 (Tuesday)

REMINDER: The Digest for this meeting will be on the website one week from the date of the Presbytery meeting, which will highlight the events and actions taken at the meeting.